



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

Date:	3/7/18	Interviewer:	Lafayette Baker	RFA #18 – 27
Name of Person(s) Requesting Assistance: [REDACTED]				
Contact Numbers (telephone, e-mail, etc.): [REDACTED]				
Status of Person(s) Interviewed (title, position, student status, etc.): [REDACTED]				
Requested Assistance Pertaining To (name, position, policy, project, etc.): [REDACTED]				

To the best of your knowledge, please fill out the following:

Interviewee Status: Male Female Administrator Faculty Staff Student
Concern Regarding: Male Female Administrator Faculty Staff Student

Category: (Please check at least one)

<input type="checkbox"/> Age	<input type="checkbox"/> Color	<input type="checkbox"/> Creed	<input type="checkbox"/> Disability
<input type="checkbox"/> Marital Status	<input type="checkbox"/> National Origin	<input type="checkbox"/> Race	<input type="checkbox"/> Religion
<input type="checkbox"/> Sex/Gender	<input type="checkbox"/> Sexual Harassment	<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Employment
<input type="checkbox"/> Gender Identity or Expression			

Veteran Status
 Retaliation
 Genetic Information

Time Line			
Date	Item	Comments	
3/7/18	[REDACTED] met with LB and SGS	<p>[REDACTED] told LB and SGS that [REDACTED] made a couple of comments about how [REDACTED] dressed too casually for the [REDACTED] world. [REDACTED] met his husband a couple of times</p> <p>[REDACTED] started massaging [REDACTED] shoulders. He walked by [REDACTED] and stopped and massaged his shoulders. The next day he did it again... and approximately a week later (3 times) he did it again and all when [REDACTED] was sitting at his desk.</p> <p>And then [REDACTED] talked to him about his discomfort and told him to stop. And he said. Ok I am clear and understood that.</p> <p>Approx. a week later, he comes by and does it again and [REDACTED] said. [REDACTED] we talked about this and you know you're not supposed to touch me and his response was." "it's hard when you're so cute." I have gay family members and I've probably have 25-50 men come onto me; I'm not homophobic and I'm also not interested.</p> <p>[REDACTED] is pretty sure he didn't say anything and then about two weeks</p>	

		<p>later, he came in front of [REDACTED] and starts singing, [REDACTED], beautiful [REDACTED]" (Made up song)</p> <p>[REDACTED] was thinking "I'll be glad when he is gone from this job." [REDACTED] does not think he said anything. There were no witnesses.</p> <p>Beginning of Winter quarter, [REDACTED] saw him walking down the stairs of the [REDACTED] building and that's when [REDACTED] knew he had to talk to his supervisor. [REDACTED] talked to [REDACTED] and he told [REDACTED] about the EO Office.</p> <p>He's not doing anything for the [REDACTED] The department... [REDACTED] hired him to teach [REDACTED].</p> <p>Outcome: I am not interested in a formal complaint. I'd like not to have to see him again. I have been at Western since [REDACTED].</p>
3/15/18	SGS and LB met with [REDACTED]	<p>SGS met with [REDACTED] and recounted the concerns that [REDACTED] had. [REDACTED] indicated that he was being friendly toward [REDACTED] and not at all interested in him romantically. He said he did touch [REDACTED] on the shoulder once but said after [REDACTED] talked to him about it he stopped. He also admitted he sang and was just trying to be funny and he likes to joke. . He also said they hugged a few times. He said he regretted this happening and gave his commitment to avoid seeing [REDACTED] SGS talked to [REDACTED] about the need for personal and professional boundaries and the use of humor and joking and to avoid it when it has to deal with a protected characteristic.</p>
4/6/18	SGS and LB met with [REDACTED]	<p>SGS explained to [REDACTED] that she had a comprehensive conversation with [REDACTED] [REDACTED] about the concerns tha [REDACTED] raised. And [REDACTED] acknowledged that he touched [REDACTED], and he sang to [REDACTED] indicated that they hug several times, but he thought it was friendly. [REDACTED] said tha [REDACTED] told him that he did not want to be touched. [REDACTED] also said he likes to joke a lot. SGS explained to [REDACTED] that joking in the workplace can be challenging because things can be misconstrued. [REDACTED] said that he has been married for several years, and he does not have romantic interest in [REDACTED]</p> <p>SGS told [REDACTED] that [REDACTED] indicated that he would avoid [REDACTED] to the best of his abilities, and he would try to notify SGS if he need to go into the [REDACTED] so that she could notify [REDACTED]</p> <p>[REDACTED] thanked SGS for helping him with this situation, and stated that he was comfortable where this currently is.</p>